

Alameda County Sheriff's Office

Lakeside Plaza, 1401 Lakeside Drive, 12th Floor, Oakland, CA 94612-4305



Gregory J. Ahern, Sheriff

Director of Emergency Services
Coroner - Marshal

CONFIDENTIAL MEMORANDUM

DATE: January 5, 2015

TO: Gregory J. Ahern, Sheriff *AJL/15*

FROM: Administrative Review Board

SUBJECT: Administrative Review – Deputy Sheriff Donald Couch
Internal Affairs Tracking Number 14-056

Date of Review: December 22, 2014

Present at Hearing:

Board Members: Commander Thomas Wright, Chair
Commander Carla Kennedy
Commander Dennis Houghtelling

Department Rep: Captain Kelly Miles

Employee Rep: Steven Welty, Esq.

Violations Charged:

Civil Service Rules	2104(q) Any failure of good behavior or acts either during or outside of office hours which are incompatible with or inimical to the public service
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Dept. Rules & Regs	2.1.3 Standard of Conduct
	2.1.4 Standards of Performance (Cardinal Sins)
	2.1.32 Agency Reports and Bookings

Dept. General Orders 5.24 Collection of Evidence/Property Processing and Storage

DEPARTMENTAL CASE

The following case summary is based upon the Notice of Proposed Discipline and the Administrative Investigation. It is intended to highlight the significant issues which led to the sustained finding(s) in the investigation.

- Sometime between January 1, 2014, and March 1, 2014, Deputy Couch and his two children attended a social function in DPS Deputy [REDACTED] residence. During the function Deputy Couch asked Deputy [REDACTED] for a pill due to back pain. Deputy [REDACTED] said he had prescription drugs and gave Deputy Couch a pill similar to Vicodin. Deputy Couch ingested the pill along with drinking 3-4 alcoholic beverages causing Deputy Couch to become extremely intoxicated rendering him unable to drive a vehicle. In his IA interview Deputy Couch admitted to ingesting the pill because he was very intoxicated and exercised poor judgment. He also stated that he knew that taking non-prescribed medication was a crime and denied having any chronic back pain, being injured at that time or having any pain medication prescription since January 2014. The above conduct violates Civil Service Rule 2104(q) and Rules and Regulation 2.1.3. Deputy Couch knowingly ingested a prescription pill that was not prescribed to him while also consuming several alcoholic beverages. Deputy Couch knew or should have known that the effects of combining alcohol and drugs would render him intoxicated in violation of Agency Rule and Regulation 2.1.4(4).
- While on duty on June 20, 2014, Deputy Couch responded to the Cottonwood Apartment complex located at 6538 Cottonwood Circle, Dublin, to assist Deputy [REDACTED] with a burglary detail in progress. Three suspects were detained after being found inside of a storage shed. During the detail Deputy Couch discovered a heroin kit while searching the storage shed. The kit contained methamphetamine, syringes and about 4 pills which had an appearance similar to Oxycontin. While going through the contents of the kit, Deputy Couch was heard saying something to the effect of "Oh, yeah, badness here, badness here and these are for me" while pointing to the pills. Deputy Couch then removed the pills from the heroin kit and placed them into his right front pants pocket. Deputy [REDACTED] witnessed the incident.
- During his IA interview Deputy Couch admitted to recovering 4-5 pills from the storage shed. However, Deputy Couch claimed the pills were non-narcotic and were blood pressure or hypertension medication that closely resembled Oxycontin. Deputy Couch claimed the pills were left behind in the shed because they were not part of the investigation or criminally chargeable. Deputy Couch also stated he did not recall saying anything similar to "Oh yeah, badness here, badness here and these are for me," while pointing to the pills. However he did not deny making such a statement either. Deputy Couch claimed he showed the pills to Deputy [REDACTED] by displaying all of the recovered items on the hood of a patrol vehicle and

that he advised Sgt [REDACTED] [REDACTED] the pills were not narcotics before putting them back into the storage shed.

- Deputy Couch's version of the events is not credible as Deputy [REDACTED] witnessed him place the pills into his right front pants pocket. Also, Deputy Couch's statements conflicts with other witness accounts as Deputy [REDACTED] did not recall speaking to anyone about pills, nor does he, Sergeant [REDACTED] or Deputy [REDACTED] recall seeing any pills being found at the detail.
- Other than Deputy [REDACTED] witnessing Deputy Couch place the pills in his pants pocket, no other employees interviewed regarding this incident saw or heard anything about pills being found by Deputy Couch, and Deputy Couch failed to mention the pills in his supplemental report. This violates Rules and Regulation 2.1.32 "Agency Reports and Booking" in that all reports are to be truthful and complete.
- Deputy Couch's above conduct also constitutes poor behavior reflecting poorly on the agency under Civil Service Rule 2104(q), violates Rule and Regulation 2.1.3 (Standard of Conduct), and improper handling of confiscated drugs. Deputy Couch's conduct also violates General Order 5.24, Collection of Evidence/Property Processing and Storage.
- On June 21, 2014, about 2215 hours, Deputy Couch responded to the Extended Stay Hotel located at 4500 Dublin Blvd. in Dublin, to assist Deputy [REDACTED] [REDACTED] with a narcotics related investigation. Five suspects who were suspected of using narcotics had been detained in Room 101. Three of the five suspects were arrested for being under the influence as well as one of them being charged with possession of a narcotics pipe.
- Deputy [REDACTED] stated a methamphetamine pipe, three laptops computers and an illegal knife were recovered from room 101 and placed into evidence. Deputies [REDACTED] and [REDACTED] saw Deputy Couch recover a prescription pill bottle from a bag owned by the suspect Deputy [REDACTED] arrested for being under the influence and possession of the narcotics pipe. Deputy [REDACTED] believed the pills were Norco and thought there were multiple pills in the bottle because he heard someone shake the bottle.
- Deputy [REDACTED] stated he and Deputy Couch had a conversation in the hallway to discuss what criminal charges they should use. Deputy Couch told Deputy [REDACTED] that the pills were just going to disappear and no one would be criminally charged for possessing them. Deputy [REDACTED] interpreted this to mean that Deputy Couch was going to keep the pills for himself.
- Deputy [REDACTED] acknowledged seeing Deputy Couch find a prescription pill bottle in a black duffle bag while searching room 101 in the Extended Stay Hotel. Deputy [REDACTED] stated when Deputy Couch arrived on scene "He kinda, like, start takin' over, talking and, searching." Deputy [REDACTED] saw Deputy Couch open the prescription pill bottle. Deputy [REDACTED] described seeing about 30 white oblong shaped pills which resembled Oxycontin. Although Deputy [REDACTED] did not know what happened to the pills, he said Deputy Couch retained possession of all confiscated items. Deputy [REDACTED] thought Deputy Couch was going to place all of the confiscated items into evidence. However, Deputy [REDACTED] was told the pills disappeared. Deputy [REDACTED] did not recall who told him about the pills disappearing.
- Deputy Couch failed to place the pills into evidence and instead kept them for himself. In his IA interview, Deputy Couch claimed he identified the pills as Oxycontin through the use of the website Pill ID.com, and that he "wind tested" or destroyed the prescription pills. Deputy Couch stated he spoke with Deputy [REDACTED] about the pills and the two of them concluded that Deputy Couch would take the three suspects into custody for the misdemeanor offense of

“being under the influence of a controlled substance.” This was to avoid being behind on reports and not being able to “associate” the prescription pills to anyone in the room because they were not under the influence of an opiate.

- Deputy Couch also stated he placed the prescription pill bottle into his duty bag along with one of the laptop computers recovered from the hotel room. After the end of his shift while driving home, Deputy Couch realized that the third laptop was not placed into evidence. He pulled to the side of the road to look for the laptop and he also noticed the pills. Deputy Couch claimed he threw the pills away by tossing the whole bottle into some ivy plants along the roadway where he had stopped.
- Deputy Couch’s statements about what he did with the pills are not credible. The methamphetamine pipe was located in the same black duffle bag as the prescription pills. Therefore, if there was enough evidence to arrest the suspect with being under the influence of a controlled substance and possession of the methamphetamine pipe because the bag had the suspect’s name on it, there was enough evidence to also arrest the suspect with possession of a prescription drug.
- Further, IA Investigators searched for the prescription pill bottle with the use of a drug detection K-9 where Deputy Couch identified as the same location he had stopped and threw the pill bottle into the ivy plants and were unable to locate the pills and the bottle. By Deputy Couch’s own admission, he agreed that he could have placed the Oxycontin into evidence for destruction if he truly believed he could not link the pills to a specific suspect.
- Deputy Couch’s above conduct in taking evidence from a crime scene and keeping the drugs for himself constitutes poor behavior reflecting poorly on the agency under Civil Service Rule 2104(q) and Agency Rule and Regulation 2.1.3 (standard of Conduct). His conduct also violated General Order 5.24, proper evidence processing of confiscated drugs.
- On January 19, 2014, about 0206 hours, Deputy Couch responded to assist Deputy [REDACTED] to assist in a solo vehicle traffic accident at AVB and Stagecoach in Dublin. The vehicle was unattended and the RO was identified as a [REDACTED]. Deputy [REDACTED] stated he searched the vehicle and the contents of a purse which was located inside the vehicle. He mentioned finding a prescription pill bottle with pills but was unsure what kind of pills they were. Deputy [REDACTED] stated prior to the tow of the vehicle he saw Deputy Couch doing a secondary search of the purse but did not see him take or be in possession of a pill bottle.
- Deputy [REDACTED] was later contacted by [REDACTED] inquiring about her missing prescription pill bottle. [REDACTED] described the medication as Clonazepam, for seizure disorders.
- Neither Deputy [REDACTED] or Deputy Couch had much recollection of this incident involving the pills. Deputy [REDACTED] nor anyone else saw Deputy Couch take the pill bottle from [REDACTED] purse. Standing on its own, there is not enough evidence to substantiate that Deputy Couch took these pills from [REDACTED]’s purse.

The recording of the Administrative Review proceeding is available and on file with Internal Affairs.

EMPLOYEE’S CASE

The following summary is based on the presentation of defense/mitigation by Steven Welty, Esq. and Deputy Sheriff Donald Couch. The Administrative Review was tape recorded by the Board representing the Alameda County Sheriff's Office.

Deputy Couch and his representative argued the following verbally during the hearing to the Board:

- Mr. Welty said it boils down to if we believe Deputy Couch that he did not take any pills for himself. Is he telling us the truth? Mr. Welty started off by saying there is no dispute that Deputy Couch took a non-prescribed pill at Deputy [REDACTED] residence while consuming alcoholic beverages sometime between January, 2014 and March, 2014.
- Mr. Welty said there is no dispute that Deputy Couch failed to properly log prescription pills into evidence on June 20, 2014.
- Mr. Welty said the real issue is Deputy Couch may have violated departmental policy by not logging the pills into evidence but Deputy Couch did not take the pills for himself.
- Deputy Couch said he understands how it looks that he took the prescription pill at Deputy [REDACTED] residence. He said it was bad judgment that day and he regrets it. He said he does not have a pill problem.
- On June 21, 2014, during the extended Stay Hotel incident, Deputy Couch said he had identified the recovered pills as Oxycontin. He claimed it was a "Group effort" to "wind test" the pills to save time on reports. He spoke with Deputies [REDACTED] and [REDACTED] and they all decided to get rid of the pills. It was never Deputy Couch's intention to keep the pills for himself.
- Deputy Couch explained the criminal charges on the suspects in the room. Deputy Couch said no suspects could be linked to the pills. He said he took all of the evidence from the scene, including the pills and laptops. For not logging the prescription pills into evidence, Deputy Couch said he should have done that and it was a "stupid, stupid" thing to not do. He regrets not doing that.
- Regarding the Cottonwood Circle Apartments detail, Deputy Couch does not remember ever putting anything in his pocket and he doesn't remember exactly what he said. He doesn't remember saying "this is badness" or something similar. He discovered the pills were not of narcotic nature and he put the entire heroin kit on the hood of a patrol vehicle. He identified the pills through Pillfinder. Com using his cell phone. Deputy Couch said he discussed it with Deputy [REDACTED] and showed him all of the contents of the kit on the hood of the vehicle. He also said he keeps his cell phone in his right front pants pocket.
- Lastly, the purse incident in January 2014, he does not remember the incident and has no further recollection.
- Deputy Couch swears on the bible he takes his job very seriously and said he does not use recreational drugs and he sure as hell would not take anything from someone off of the street and take them. "These people are filthy, I don't want to touch them let alone take their stuff."

- Deputy Couch understands how everything looks since he took the pill at Deputy [REDACTED] residence.
- Mr. Welty spoke about the purse incident and again said there is just no recollection of the incident. Sometimes peoples' recollections are just different. He said he is not sure what Deputy [REDACTED] heard or saw at the Cottonwood Apartments but said he has no doubt Deputy [REDACTED] thinks what he saw or heard but it was just [REDACTED] recollection.
- Mr. Welty spoke about the Extended Stay Hotel call and said the decision to "wind test" the pills is violation of policy but it does not mean Deputy Couch is a liar or addicted to pain killers. He said there should be discipline for that decision. He said "wind testing" pills is common in law enforcement.
- Mr. Welty said Deputy Couch is a good employee of 10 years with good evaluations. He and Deputy Couch spoke about IA investigators searching the bushes on Sierra Lane where he said he tossed the pill bottle and pills and not locating anything. Mr. Welty said "How easy would it have been for Deputy Couch to go out there and toss another bottle with some Vicodin or something in it into the bushes knowing the department would be out there looking?" The fact that he did not do that shows he is telling the truth and was hoping the pill bottle he tossed into the bushes would have been found.
- Mr. Welty knows the fact pattern in this case is bad so if the department wants to do some kind of random drug testing or lie detector on Deputy Couch, they are willing do it.
- Mr. Welty said Deputy Couch should not have "wind tested" pills and he should have put these pills into evidence but it does not mean he is being dishonest and he is not abusing medications. He said if there is anything he or Deputy Couch can do to help the department come to that conclusion, they will do it.

BOARD QUESTIONS:

Commander Kennedy asked what happened to the third laptop that was recovered from the Extended Stay Hotel? Deputy Couch said no one claimed the laptops. He said the assumption was that they were probably stolen. He kept it so he could conduct some investigation and try and find out who it belonged to. He was unable to do so and later placed it into evidence.

Commander Houghtelling asked if "wind testing" is pretty common in Dublin? Deputy Couch said not common but it does happen. Commander Houghtelling asked how it was usually done, destroying it or throwing something out a window? Deputy Couch said usually it is destroyed (boot stomped right there) or discarded away from where someone might be able to recoup it later. Deputy Couch was frustrated and said he wished he had just flushed them down the toilet and had someone watch him do it. He said he has had many months to think about this and wished he would have done things differently.

This Board member asked about what the crime was for possession of the pills located at the hotel? Deputy Couch said it would have been a felony. Mr. Welty mentioned that it was common for law enforcement to "wind test" evidence and I stated that I disagreed and I thought it was not common especially felony evidence. If you were going to wind test what was Deputy Couch's thought process of throwing the pill bottle out of the window into the ivy as opposed to

destroying it? Deputy Couch said he was on his way home and he was not thinking clearly and he was tired. He had the pills and he just "chucked" them. The conversation in the hallway he had with Deputies [REDACTED] and [REDACTED] was a "consensus" conversation and group decision to get rid of the pills.

This Board member also asked since there was a suspect in custody for under the influence and possession of a pipe, the suspect said the bag where the pills were located belonged to him along with his indicia in the bag, and there was a report being written, why not just add the pills as a felony to a report that was going to be written anyway? Do you recall having any conversation with other Deputies as to why not just charge the felony? Deputy Couch said he did recall that, because it would have made it an in custody report and it would have been had to been completed before the shift left work. Mr. Welty said there would have been a lot more work if it was a felony. Deputy Couch explained why the felony was not charged. He said all suspects denied owning the pills, the pill bottle was not marked, he did not recall any indicia inside the bag. He said no one claimed the bag.

Mr. Welty wanted to clarify the question to Deputy Couch and the Board. "The question is not the issue of charging the guy with the pills but is there a benefit to charging someone with just a misdemeanor compared to a felony?" Deputy Couch sat quiet for a little bit. I asked him to put it into hours when writing a misdemeanor compared to an in custody report? Deputy Couch said it was not really a matter of the time they just wanted to solve the problem for the night. It wasn't a matter of the extra work. They were not trying to build a case. He went into second guessing himself and said his thought process wasn't clear and they weren't there to put the guy into prison.

This Board member asked Deputy Couch if there is any reason as to why he thought Deputy [REDACTED] would claim to see him put pills into his pocket? Deputy Couch said he probably thought Deputy [REDACTED] was concerned about him and he is not sure what he saw but maybe Deputy [REDACTED] saw him putting his phone or other items into his pocket.

Deputy Couch closed by saying he has a tremendous amount of pride working at the Sheriff's Office and asked that he hopes the discipline is anything other than termination. He said he has always went above and beyond while working here reaching out and working different assignments. The thought of thinking his employment here may be over is devastating to him and he is very shameful for what he has done.

Mr. Welty added they are also willing to go through a fitness for duty or counseling for Deputy Couch if needed.

ANALYSIS:

The following is based upon the Notice of Proposed Discipline, Administrative Investigation and the Administrative Review

- It is undisputed that Deputy Couch violated written policy by ingested a prescribed narcotic with the intent to become intoxicated at Deputy [REDACTED] residence sometime between January 1, 2014, and March 31, 2014.
- On June 20, 2014, an eyewitness, Deputy [REDACTED] saw Deputy Couch place confiscated pills from the Cottonwood Apartment complex detail into his right front pants pocket. Deputy Couch claimed he showed other Deputies on scene the recovered pills but no one else remembered seeing any. Deputy Couch failed to mention in his supplemental report that he located any pills.
- On June 21, 2014, at the Extended Stay Hotel detail, there is no dispute that Deputy Couch violated written policy by failing to properly collect and process evidence. By his own admission he located prescription pills (felony criminal charge) and decided to “wind test” them by throwing them into ivy plants in the City of Dublin.
- The Skelly hearing showed there is not enough evidence to find Deputy Couch in violation of any policies as it relates to the January 19, 2014, auto accident incident.

Findings and Recommendations:

- This Board finds the allegation of ingesting a prescribed narcotic (not his) with the intent to become intoxicated: **SUSTAINED**.
- This Board finds the allegation of failing to properly collect and process evidence on June 20, 2014: **SUSTAINED**. Deputy Couch’s claim of identifying the confiscated pills as blood pressure related and that he left them inside the storage shed is not credible. This Board finds Deputy Couch’s version of the events that Deputy [REDACTED] might have seen him place a cell phone or other object into his right front pants pocket is not credible. This Board agrees Deputy [REDACTED] would have no motivation to lie since he and Deputy Couch were friends and partners.
- This Board finds the allegation of failing to properly collect and process evidence on June 21, 2014: **SUSTAINED**. This Board finds Deputy Couch’s version of a “group effort” or consensus decision by fellow Deputies on scene to wind test the pills not to be credible. Deputy Couch could not logically explain why they just didn’t add a felony charge to a report to an in custody arrest when a report was to be written anyway. This Board also finds it appalling that a Deputy would make a decision to destroy felony evidence in the field and not follow proper evidence processing protocols.
- This Board agreed there is not enough evidence to find Deputy Couch in violation of any policies as it relates to the January 19, 2014, auto accident incident, **NOT SUSTAINED**.
- Deputy Couch’s actions are contrary to acceptable behavior by members of this Agency, and have negatively impacted his credibility and reputation as a Sheriff’s Office employee.
- Deputy Couch’s actions in this matter are unacceptable, considering the position of trust he was placed in as a peace officer/patrolman. His actions are not compatible with the expectations of the Alameda County Sheriff’s Office.

Based on our concurrence of the above **SUSTAINED** allegations, this Board concurs with the decision to terminate Deputy Sheriff Donald Couch.

Report prepared by Thomas Wright, Commander: _____

I concur with the contents and recommendations contained in this report:

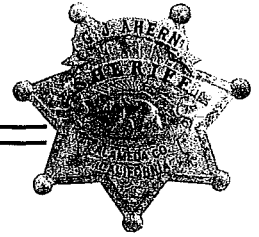
Carla Kennedy, Commander:

Dennis Houghtelling, Commander:

Reviewed -
Proceed with termination -
A. 1/9/15

Alameda County Sheriff's Office

Internal Affairs
1401 Lakeside Drive, 7th Floor, Oakland, CA 94612-4305



Gregory J. Ahern, Sheriff

Director of Emergency Services
Coroner - Marshal

MEMORANDUM

DATE: December 22, 2014
TO: Donald Couch
FROM: Kelly D. Miles, Captain *KDM #1871*
Internal Affairs
SUBJECT: PERSONNEL INVESTIGATION DISPOSITION NOTICE #14-056

COMPLAINANT(S): Internal
DATE(S) OF INCIDENT: January 2014 to June 2014
ALLEGATION/VIOLATION: Prohibited Substance Consumption
Mishandling of Evidence

1. The allegation that between January 1, 2014 and March 31, 2014, you ingested a prescribed narcotic with the intent to become intoxicated.
2. The allegation that on June 20, 2014, you failed to properly collect and process evidence.
3. The allegation that on June 21, 2014, you failed to properly collect and process evidence.
4. The allegation that on January 19, 2014, you failed to properly collect and process evidence.

In reference to the above matter, the following dispositions are made:

- () UNFOUNDED
- () EXONERATED
- () NOT SUSTAINED
- (X) SUSTAINED – Allegations 1, 2, 3, and 4

KDM:jrm
DiscNtc14-127

Original: Employee
Copy: Cmdr. Tom McCarthy
ACSO HR

Alameda County Sheriff's Office

Internal Affairs
1401 Lakeside Drive, 7th Floor, Oakland, CA 94612-4305



Gregory J. Ahern, Sheriff

Director of Emergency Services
Coroner - Marshal

[REDACTED]

January 9, 2015

Donald E. Couch II
[REDACTED]
[REDACTED]

I hereby acknowledge receipt of this notice.


SIGNATURE

1-12-15
DATE

SUBJ: FINAL NOTICE OF TERMINATION OF EMPLOYMENT

After carefully considering the evidence and documentation that were reviewed and discussed at your Administrative Review held on December 22, 2014, I have decided that it is appropriate to proceed with the following disciplinary action: your employment as a Deputy Sheriff II is hereby terminated effective the end of business day on January 23, 2015.

This disciplinary action is based upon the grounds and facts set forth in the Notice of Intended Discipline served to you on October 30, 2014, a copy of which is attached hereto and incorporated herein for reference.

In accordance with Civil Service Rule 2112,

Any tenured officer or employee removed, suspended, or reduced in rank or compensation, pursuant to the provisions of Section 40 of the Charter, may within ten working days after presentation to him of the written order of removal, suspension, or reduction, appeal in writing to the Commission from such order. A copy of this Rule 2112 shall be attached to or included in the written order of removal, suspension or reduction.

You have the right to appeal this action to the Alameda County Civil Service Commission. If you wish to appeal, you must do so in writing within ten (10) working days of your receipt of this notice.



Gregory J. Ahern
Sheriff-Coroner

GJA:KDM:jrm

cc: Cmdr. Tom McCarthy
County Counsel
Civil Service Commission
Steven Welty, Mastagni et al
Brandon
Personnel File

DAVID P. MASTAGNI
JOHN R. HOLSTEDT
MICHAEL D. AMICK
CRAIG E. JOHNSON
BRIAN A. DIXON
STEVEN W. WELTY
STUART C. WOO
DAVID E. MASTAGNI
RICHARD J. ROMANSKI
PHILLIP R.A. MASTAGNI
KATHLEEN N. MASTAGNI STORM
SEAN D. HOWELL
ISAAC S. STEVENS
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KYLE A. WENDE
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JOSHUA A. OLANDER
SHANE P. BRADLEY
KRISTOFOR K. HELM
JOHN A. MELIS
SEAN D. CURRIN

January 13, 2015

Via Facsimile & U.S. Mail
(510) 272-6424

Alameda County Civil Service Commission
1405 Lakeside Drive
Oakland, California 94612

Attention: Mary Welch, Interim Human Resources Director

**Re: Appeal from Order
Donald E. Couch II, Deputy Sheriff II**

Dear Commission:

This letter is an appeal of the Final Notice of Termination served on Deputy Couch dated January 9th, 2015. The notice was presented to, and received by, Deputy Couch on January 12th, 2015. I have been retained by Deputy Couch to represent him regarding this appeal. Please accept this letter as a written request for appeal from a written order resulting in termination. Please advise me of the hearing date and hearing officer as soon as possible. Your anticipated cooperation is greatly appreciated.

Sincerely,
MASTAGNI HOLSTEDT


STEVEN W. WELTY
Attorney at Law

cc: Donald E. Couch II
Tom Matheny, President ACDSA

RECEIVED

JAN 15 2015

HUMAN RESOURCE SERVICES

Tom 4871
2-2-15

Alameda County Sheriff's Office

Dublin Police Services
100 Civic Plaza Drive, Dublin, CA 94568-2658



Gregory J. Ahern, Sheriff

Director of Emergency Services
Coroner - Marshal

MEMORANDUM

DATE: January 15, 2015

TO: Kelly Miles, Captain

FROM: Nathan Schmidt, Lieutenant *ST 1427*

VIA: Chain of Command

SUBJECT: VACATING DEPUTY COUCH'S LOCKER AT DUBLIN POLICE

*REVIEWED
J. M. Couch, Capt*

On Thursday, January 15, 2015, about 0800 hours, Lieutenant Walters and I removed and packaged all of the contents of locker #28 in the men's locker room at the Dublin Police Station. Locker #28 was assigned to Deputy Donald Couch. The locker and contents were photographed prior to and after removal. The process was conducted after prior approval from the Internal Affairs Captain Miles.

The following items were removed from Deputy Couch's locker. The items were packaged and later turned over to the Internal Affairs Unit.

- 3 – Uniform Pants
- 1 – Pair of Rain Pants
- 5 – Short sleeve uniform shirts (One with name tag and shirt stays)
- 1 – Blue undershirt
- 1 – Small red box with miscellaneous toiletries
- 1 – Coffee Cup
- 1 – Miscellaneous radio wires
- 2 – Folding Knives
- 1 – Alameda County Sheriff's Office Anniversary Badge *Retained by Capt Miles KDM-RTC*
- 1 – Alameda County Sheriff's Office Name Tag with the name of D. Couch
- 1 – Uniform Belt *Retained - RTC*
- 3 – Duty belts with equipment including OC Spray, Expandable baton, and handcuffs *Retained except for web gear - RTC*
- 1 – Small scale
- 1 – Small container with shoe polishing kit
- 1 – Small container with protein supplement
- 1 – Pair of boots
- 1 – Bulletproof vest *Retained - RTC*
- 1 – Uniform dress tie

*KDM
2-2-15*

- 3 – Family photos
- 1 – Basket weave badge wallet
- 1 – Uniform jacket
- 1 – Baton *Retained - RTC*
Wood

The following items were removed from Deputy Couch's locker, however they belong to the City of Dublin and were retained at the Dublin Police Station for reassignment.

- 1 – Handheld Radio Serial #10526
- 1 – Radio shoulder microphone
- 1 – Radio battery
- 1 – Radio belt holder
- 1 – Radio charger

The following item was assigned to Deputy Couch and is still outstanding. This item belongs to the City of Dublin and it is requested the item be returned

- 1 – Radio battery